

**City of Lafayette
Public Meeting Minutes
City Council Special Meeting**

MINUTES

**Lafayette City Offices —Conference Room 265
3675 Mt. Diablo Blvd., Lafayette, California**

**Thursday, December 6, 2007
7:30 a.m.**

1. CALL TO ORDER

Vice Mayor Tatzin called the meeting to order at 7:30 p.m.

2. ROLL CALL

Present: City Council: Vice Mayor Tatzin, Councilmembers Andersson, Anduri and Federighi

Absent: Mayor Anderson

Staff: Steven Falk, City Manager

3. ADOPTION OF AGENDA

ACTION: It was M/S/C (Tatzin/Anduri) to adopt the agenda. Vote: 4-0-1 (Ayes: Federighi, Andersson, Tatzin, Anduri; Noes: None; Absent: Anderson).

5. PUBLIC COMMENTS

No public comments

6. OLD BUSINESS:

A. Resolution 2007-45 establishing City Manager Salary.

Recommendation: Approve Resolution 2007-45 establishing City Manager Salary.

City Manager Falk, states he had meeting with the Mayor and Vice Mayor in July 2007 where they indicated that this council is interested in giving him the same overall increase that the employees received which is 7%. We then subsequently talked about whether I was interested in taking that in retirement or all of it in salary. Vice Mayor Tatzin and I have worked over the last couple of weeks to generate some options. and I would like to take it all in salary for a couple of reasons. 1) Is that young Nathan will soon be going to college and at \$45,000.00 a year for a private college it would be good to have money. 2) Gonzalo informed me there is a ceiling that you can put into your retirement plan pre tax and that I am beginning to reach that limit.

Councilmember Federighi thought that at the closed session that you were proposing that it be a 2 to 1 up to 14%, Vice Mayor Tatzin said it was his understanding that when Steve met with the council they said that he would just do what the employees did. Councilmember Federighi said, no, what happened was Mayor Anderson and I met with

Steve and that he could be losing actually going home with less according to the formula 2 to 1, which was the original proposal. Councilmember Federighi went back to council and it was proposed that it be 2 to 1 up to 14% and then 1 to 1 subsequent to the meeting we had with Steve.

Vice Mayor Tatzin suggested that they make a decision. City Manager Falk gave a brief view on how his salary works. Prior to June 30th 2007, he made roughly \$184K and then he received 11.5% retirement there was a match. 11.5% plus an addition 2.5% that required a 2 to 1 match. So basically it was 184 plus 14% retirement from the City's side. What the City Council did for the employees as of June 30th, 2007 is they offered the employees a 10 plus 5 match on a 1 to 1 match. Vice Mayor Tatzin thought that the offer was a 7% increase on the salary which would bring it to \$197 and then the same retirement program as the employees., which is the 10 + 5 = to 15%. Councilmember Federighi's understanding was that the City Manager would receive 7% and that he could take in salary or he could take some of it to salary, and some add to retirement if he chooses. Not 7% salary raise plus,all of those different categories. Vice Mayor Tatzin said he misunderstood, he thought they would take him to the same 15% base match. Vice Mayor Tatzin suggested that council go into closed session and Councilmember Federighi agreed. City Manger Falk apologized for the confusion.

Vice Mayor Tatzin moved to adopt Resolution 2007-45 amending Section 12 in attachment A to read: "*In lieu of participation in the retirement plan afforded regular employees of the Employer, Employer shall contribute the equivalent of **10%** of Employee's base salary to an "Executive 401" retirement plan. In addition to said contribution, Employer shall **contribute the equivalent of an additional 5% of base salary provided that Employee also contributes 5% of Employee's base salary to the retirement plan.***"

ACTION: IT WAS M/S/C (Tatzin, Andersson) to adopt Resolution 2007-45 as amended. Vote: 4-0-1 (Ayes: Tatzin, Federighi, Andersson, Anduri; Noes: None; Absent: Anderson).

ADJOURNMENT: 8:00 a.m. to the next regularly scheduled meeting on December 10, 2007.

APPROVED:

Mike Anderson, Mayor

ATTEST:

Joanne Robbins, City Clerk